



# NSPS Implementing Issuances (Major Issues – FRN November 1, 2005)

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## **Overview**

- P.L. 108-136 requires Department to establish a contemporary and flexible system for HR management
- Enabling regulation provides overall framework for the new HR system
- Regulation subparts establish a general policy framework
- Implementing issuances layout operational details and provide ability to make changes as needed – issuances are subject to continuing collaboration with the unions

## **Implementing Issuance Content and Structure**

- SC200 - Classification (Career Groups/Pay Schedules/Pay Bands/Occupational Codes)
- SC300 - Compensation Architecture (Pay/Pay Administration)
- SC400 - Performance Management
- SC500 - Staffing and Employment
- SC600 - Workforce Shaping (RIF/TOF)